

**Committee on Equal Opportunities
Council on Postsecondary Education
January 24, 2011**

**Institutional Diversity Plan Submission/Review/Action
Kentucky Public Postsecondary Diversity Policy and Framework for
Institution Diversity Plan Development**

The Council on Postsecondary Education worked collaboratively with Kentucky's public postsecondary institutions, as well as numerous higher education stakeholders across the Commonwealth, to develop the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development. The policy was adopted by the Council September 12, 2010.

The statewide policy directs institutions to develop diversity plans that set forth specific strategies that promote diversity; measurable goals that describe diversity and equal opportunity for students, faculty, administrators, and staff; and strategies that address the campus environment. The plans, at a minimum, should focus on four areas:

- Student Body Diversity that reflects the diversity of the Commonwealth or the institution's service area (both undergraduate and graduate).
- Student Success (retention, graduation rate, degrees and credentials).
- Workforce Diversity (faculty, staff, executive/administrative/managerial).
- Campus Climate (environment, strategies, employment retention, and promotion).

The policy calls for draft Diversity Plans to be submitted to the Council Tuesday, March 15, 2011. Because of the differing levels of institutional expertise, additional time may be needed for some institutions to comply with the submission requirement.

Next Steps

- March 15, institution plans are submitted to CPE for review.
- KCTCS/Universities Board of Regents or Trustees approve Institutional Plans.
- CEO/CPE action on the Institutional Diversity Plans.
- Implementation of the Institutional Diversity Plans.